

Devon and Cornwall Police Authority

MINUTES

A meeting of the **Strategic Planning and Co-ordination Committee** was held on Monday 11 April 2011 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 14:30 hrs.

Present:

Chairman: Mr M Bull

Members: Mr B Greenslade, Mr D Money, Mrs J Owen, Mr B Preston, Mrs L Price, .

Police Authority

Ms S Howl (Chief Executive), Mr D Walton (Treasurer), Ms J Hall-Williams (HR Advisor to the Authority), Mr D Eaton (Meeting Administrator).

Constabulary

Deputy Chief Constable S Sawyer.

43. Apologies for Absence

An apology for absence was received from Mrs L Williams

44. Declarations of Interests

There were no declarations of interest in respect of any agenda item.

45. Chairman's Announcements

The Chairman announced that, following the receipt of reports:

It was not deemed necessary to consider Items 8 and 9 in closed session

The Appendices to Item 8 would remain in closed session

The committee would consider a proposal to consider Item 6 in closed session

The Chairman announced that two items would be considered under Urgency Procedures

46 a) Items Requiring Urgent Attention

There were no items requiring urgent attention.

b) Items to be taken under Urgency Procedures that require a decision but cannot wait until the next meeting of the relevant committee.

The Chairman announced that the following two items, which were not included on the agenda, would be considered at the meeting, and any decisions made would be reported to the next Full Police Authority Meeting:

i) Introduction of a Revised Allowable Mileage Rate

As the proposal to increase the allowable mileage rate would be implemented retrospectively from 6 April 2011 the Chairman introduced this item under Urgency Procedures

In the budget speech on 23rd March the Chancellor announced an increase in the AMAP. The increase in the rate of AMAPs for cars and vans from 40p to 45p per mile for the first 10,000 miles of business travel in the tax year has an impact on two groups. The Independent Custody Visitors and police authority staff currently receive the standard mileage HMRC rate of 40p. Under the Constitution, the Chief Executive has delegated powers to vary the payment to Independent Custody Visitors. Since 2005 police authority staff have received the same rate for

business mileage as the constabulary. The constabulary are currently in the process of authorising the increase to 45p. Therefore, it was proposed that the new 45p rate should be implemented for both groups.

RESOLVED to note the report

ii) Financial Flexibility in the Medium Term Financial Strategy

This item was moved to Part II of the meeting

47. Minutes and Actions of the Last Meeting

There was a proposal to replace Minute 42. Update Regarding Redundancy Procedures. It was agreed to replace the existing record of this item with a new minute, as attached to the amended minutes. The amended minutes were approved as a correct record of the meeting.

48. Devon and Cornwall Police Authority Transition Governance

In introducing the report the Chief Executive drew attention to the following points:

- Most of the detail in the report had been covered at the Seminar on 25 March
- Arrangements for transition will be managed through the setting up of the Project Group
- The national Home Office Transition Programme is reflected in the strands of work identified in the Devon and Cornwall Transition Project
- The report outlines the timetable under which The Police Reform and Social Responsibility Bill is progressing through Parliament
- The need to continue to run the Police Authority simultaneously to planning the proposed transition
- Issues to be dealt with, and concerns, will be raised at the appropriate committee

Points raised by the Chairman's oral report on the APA council meeting attended on Thursday 8 April included:

- The APA were currently concerned mainly with the transition process towards the proposed introduction of PCCs rather than opposition to the Bill
- APA members expressed the view that the campaign to oppose the Bill would benefit from a higher profile
- There was concern that a lack of specialist knowledge at Home Office level could result in the failure of the proposed changes to deliver the quality of service to which the public were entitled
- The proposed legislative timetable required assent to the Bill before the July Parliamentary recess and that this presented an opportunity for intensive lobbying over the coming months

During consideration of this item additional points raised included:

- The Chairman of the Authority had spent two days in London lobbying Devon and Cornwall MPs at Westminster. Individual one hour meetings had taken place with 8 MPs. The Chief Constable had also been present to address other matters and this was one of his periodic such MP meetings
- The checks and balances to be included in the proposed changes were being considered and a meeting in relation to this was to be arranged at the Home Office. Provisional date (18April) to be confirmed
- Members with political affiliations expressed their intention to contact and lobby party leaders at a national level
- The lack of general awareness of the changes proposed in the Bill, and their consequences, is seen as a major obstacle to any opposition to the Bill
- The likely cost of elections, after the first elections in 2012, is a major concern, estimated to be £1.93 Million every 4 years
- Regular meetings with the media continue to provide an opportunity to draw attention to the nature of the proposed changes

- All 42 authorities outside London face the challenge of producing their own transition process. The Chief Executive is working with other authorities to develop common approaches and systems
- - **RESOLVED** to endorse the Transition Project arrangements set out in the report

49. Update on Operation Gladstone

In presenting the report on Operation Gladstone the Deputy Chief Constable outlined the key dates in the briefing process for Police Staff reviews. The 31 March deadline had been met and, as far as possible, all Police Staff subject to review have received the relevant briefing. Where it had not been possible to complete the process due to the personal circumstances of staff, arrangements have been put in place to ensure the briefing is given within a few days.

RESOLVED to note the update regarding Operation Gladstone, the briefing process for Police Staff reviews

50. Update on Formal Consultation – Organisational Change

This report updated the Committee on the formal consultation processes, following detailed consideration of redundancy consultation at the 25 March meeting.

RESOLVED to note the report

51. Consideration to Exclude the Press and Public

Closed Items (Items which may be considered by the Authority with only members of the Police Authority, appropriate Officers and expert advisors present, on the grounds that exempt/confidential information may be disclosed)

RESOLVED that the agenda items detailed in the table below be considered as closed items

Agenda Item No	Minute No	Report Title	Relevant Act	Relevant Section
8	52	Update on Formal Consultation (Appendices)	Local Government Act 1972 as amended by the Local Government (Access to Information Act 1985)	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

Agenda Item No	Minute No	Report Title	Relevant Act	Relevant Section
6	53	Update on Voluntary Redundancy	Local Government Act 1972 as amended by the Local Government (Access to Information Act 1985)	Schedule 12A, Paragraph 1. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
46 Urgency Procedures	54	Financial Flexibility in the Medium Term Financial Strategy	Local Government Act 1972 as amended by the Local Government (Access to Information Act 1985)	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

52. Update on Formal Consultation – Organisational Change

RESOLVED to note the contents of the Appendices

53. Update on Voluntary Redundancy

In presenting the report the Deputy Chief Constable drew attention to the following points:

- The three recommendations in the report
- The formal consultation periods outlined in paragraph 5
- That paragraphs 1 – 7 of the report details the arrangements, timetables and consultations in relation to redundancy
- It was confirmed that the process for voluntary redundancy can be completed in less than 90 days where relevant agreements have been achieved and approvals given

The Deputy Chief Constable outlined the proposed Criteria for the use of Voluntary Redundancy in Paragraph 8. The committee considered the difficulties arising from the proposal to extend the offer of voluntary redundancy to those staff for whom there is very limited or no opportunity for redeployment, at a similar grade level, in the groups which may be identified in 8 (a). The committee agreed to an amended 8(c):

c. In other exceptional cases voluntary redundancy may be considered, with the support of the Chief Constable, and after consideration by the appropriate group having oversight of redundancy within the Police Authority

RESOLVED to confirm the Committee agreement to:

- i) The proposed criteria for the use of voluntary redundancy
- ii) Delegate the decision to offer voluntary redundancy to the Force Programme Board
- iii) The information to be supplied to the Authority to inform any decisions made with respect to terminating the employment of staff on the grounds of redundancy.

54. Urgency Item – Financial Flexibility in the Medium Term Financial Strategy

In order to take advantage of the £300million made available for the capitalisation of restructuring costs, as announced in the Budget on 27March, an application has to be made to the Department of Communities and Local Government by 12th May. Given the time constraints imposed by this deadline it was agreed to take this item under Urgency Procedures. In introducing this item the Treasurer drew attention to the following key points:

- The CSR and, subsequently, the budget made £300million available for the capitalisation of restructuring costs for 2011/2012.
- Capitalisation of these costs allows the authority to spread the cost over a proposed 10 year period, although it does reduce the overall borrowing capacity for future capital programme work by the value of the capitalisation.
- The value of the statutory restructuring costs is estimated to be £2million in 2011/2012 and only relates to statutory costs in this year.
- The authority is required to apply to receive permission to capitalise these costs and satisfy financial eligibility tests.
- An application needs to be made to DCLG now for the closure of the accounts at March 2012

The value to the authority is that it enables the earmarked reserves to be increased by an estimated £2million at the 31st March 2012 and provide improved financial sustainability.

RESOLVED to make a capitalisation application to DCLG and delegate the required authority to the Chair of the Strategic Planning and Co-ordination Committee, the Chairman of the Resources Committee and the Treasurer.

The meeting closed at 15:45pm